

## Message Text

UNCLASSIFIED

PAGE 01 GUAYAQ 02155 291610Z  
ACTION PER-03

INFO OCT-01 ARA-10 ISO-00 /014 W  
-----291800Z 022220 /41

R 291440Z DEC 76  
FM AMCONSUL GUAYAQUIL  
TO SECSTATE WASHDC 5051  
INFO AMEMBASSY QUITO

UNCLAS GUAYAQUIL 2155

EO 11652: N/A  
TAGS: APER  
SUBJ: REVIEW PANELS FOR EVALUATION REPORTS

REF: STATE 300341

1. USE OF A POST REVIEW PANEL IS SEEN IN GENERAL AS A GOOD THING BUT ALSO AS ONE MORE STEP IN DELAYING THE TIMELY SUBMISSION OF THE OER'S. NORMALLY THE OER'S ARE DONE AT LAST MINUTE; AND WITH NECESSITY FOR RATED OFFICER ADD COMMENT AFTER RATING AND REVIEWING OFFICERS FINISHED; REVIEW PANEL, USUALLY THREE OFFICERS, HARD PRESSED TO REVIEW AND ADD MEANINGFUL COMMENT AND THEN TRANSMIT TO PERS OFFICER AT EMBASSY FOR TRANSMITTAL TO DEPARTMENT, OFFICERS WHO HAVE COMMENTED ON REFTTEL TEND TO BLAME RATING OFFICER FOR DELAYS, BUT MY EXPERIENCE HAS BEEN EQUAL DELAYS BY RATED OFFICER IN MAKING FINAL EVALUATION, PARTICULARLY IF HE HAS RECEIVED DEROGATORY COMMENT.

2. REVIEW PANELS DESPITE FACT THEY ARE DELAYING FACTOR SHOULD NOT BE ELIMINATED. IN MOST CASES PANELS SIMPLY ADD STATEMENT THAT REQUIRED NORMS HAVE BEEN MET. HOWEVER THEY ARE ABLE ADD VALUABLE COMMENT WHERE THERE IS ANY AREA OF DISAGREEMENT. POST REVIEW PANEL CAN ADD NEW DIMENSION AND ENABLE SELECTION BOARD TO OBTAIN TRUER PICTURE OF SITUATION AND THUS RENDER A  
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MORE BALANCED MUDGEMENT.

3. THIS POST ENDEAVORS HAVE THREE MEMBER PANEL REVIEW ALL CASES EXCEPT SECTION CHIEFS WHERE AMBASSADOR IS REVIEWING OFFICER. SINCE OER IS AT EMBASSY, EMBASSY PROVIDES REVIEW PANEL. THIS WORKS WELL BECAUSE OF CLOSE

LIAISON BETWEEN CONSULATE GENERAL AND EMBASSY. AMBASSADOR  
CONSULTS CLOSELY WITH EMBASSY SECTION CONCERNED WITH  
MONITORING ADMIN AND COMMERCIAL AFFAIRS OF CONSULATE  
GENERAL THUS INSURING FULL KNOWLEDGE OF RATED OFFICER'S  
CAPABILITIES. THIS NOT POSSIBLE IN CASE OF CONSULAR  
SECTION SINCE EMBASSY OFFICERS NOT QUALIFIED COMMENT.

4. CONCERNING FRANKNESS OF RATING AND REVIEWING OFFICERS,  
FACT REVIEW PANEL SEES COMMENTS SHOULD NOT BE A DETERRENT  
TO CANDIDNESS. RATING OFFICER WILL NOT BE ANY LESS CANDID.  
REVIEW PANEL INSURES RATED OFFICER FULLEST AVAILABLE "DUE  
PROCESS".  
BISHTON

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## Message Attributes

**Automatic Decaptioning:** X  
**Capture Date:** 01 JAN 1994  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** n/a  
**Control Number:** n/a  
**Copy:** SINGLE  
**Draft Date:** 29 DEC 1976  
**Decaption Date:** 01 JAN 1960  
**Decaption Note:**  
**Disposition Action:** n/a  
**Disposition Approved on Date:**  
**Disposition Authority:** n/a  
**Disposition Case Number:** n/a  
**Disposition Comment:**  
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**Status:** NATIVE  
**Subject:** REVIEW PANELS FOR EVALUATION REPORTS  
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**To:** STATE  
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